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of Labor and Industrial Relations

STATE OF HAWAII

HAWAII LABOR RELATIONS BOARD

In the Matter of	)	CASE NO. OSH 2010-19
	)	(Inspection No. 313078693)
DIRECTOR, DEPARTMENT OF LABOR	)	
AND INDUSTRIAL RELATIONS,	)	STIPULATION AND SETTLEMENT
	)	AGREEMENT; EXHIBIT A; APPROVAL
Complainant,	)	AND ORDER
	)	
vs.	)	
	)	
SURE STEEL, INC.,	)	
	)	
Respondent.	)	
	)	

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**STIPULATION AND SETTLEMENT AGREEMENT**

Complainant Director of Labor and Industrial Relations ("Director") and  
Respondent SURE STEEL, INC. ("Respondent") having reached a full and complete settlement  
of the above-captioned contested case presently pending before the Hawaii Labor Relations  
Board ("Board") stipulate and agree as follows:

On or about January 22, 2010 through February 26, 2010, the Director, by and  
through the State of Hawaii's Occupational Safety and Health Division ("HIOSH"), inspected

Respondent's workplace located at 15-1450 Kahakai Boulevard, Pahoa, Hawaii 96778.

As a consequence of said inspection, the Director, through HIOSH's Administrator, issued a Citation and Notification of Penalty on July 21, 2010 ("Citation") to Respondent alleging violations of the Hawaii Occupational Safety and Health Standards and assessed an aggregate penalty of \$6,000.00. See Exhibit A.

Respondent timely contested the Citation.

THEREFORE, to avoid the expense of litigation and to compromise and settle the above-captioned case, the parties, by and through their respective representatives, stipulate and agree as follows:

1. The Board has jurisdiction over this contested case pursuant to section 396-11, Hawaii Revised Statutes ("HRS").
2. At all relevant times, Respondent maintained a workplace at 15-1450 Kahakai Boulevard, Pahoa, Hawaii 96778.
3. At all relevant times, Respondent was an employer, as defined in HRS § 396-3, and employed employees, as defined in HRS § 396-3, and was therefore subject to the requirements of HRS chapter 396, the Hawaii Occupational Safety and Health Law.
4. Respondent has abated each violation listed in the Citation in compliance with the abatement requirements under Hawaii Administrative Rule § 12-51-22.
5. The Citation is amended as follows:
  - a. Citation 1, Item 3, is affirmed.
  - b. Citation 1, Items 1, 2, and 4 are deleted.
6. The aggregate penalty of \$6,000.00 is affirmed and shall be paid in full to the Director of Budget and Finance upon the execution of this Agreement.

7. Except for the stipulated amendments described above, the Citation is confirmed in all other respects and upon approval by the Board, this Agreement and the Citation, as amended, shall become a final order of the Director.

8. Respondent shall post a copy of this Agreement and Order in a prominent place at or near the location of the posting of the Citation, and the Agreement and Order shall remain posted for three working days (excluding weekends and State holidays).

9. Respondent shall continue to comply with HRS chapter 396, the Hawaii Occupational Safety and Health Law, and the related rules.

10. Nothing in this Agreement shall bar the Director from taking any action regarding future acts or practices by Respondent which may be alleged to violate HRS chapter 396, the Hawaii Occupational Safety and Health Law, or the related rules.

11. Upon approval of this Agreement, all proceedings before the Board shall be dismissed.


DATED: Honolulu, Hawaii, 12/6/2010.

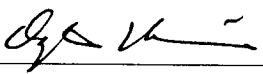
SURE STEEL, INC.

  
JIM BURWELL  
President

APPROVED AS TO FORM:

INTERIM  
DIRECTOR OF LABOR AND  
INDUSTRIAL RELATIONS

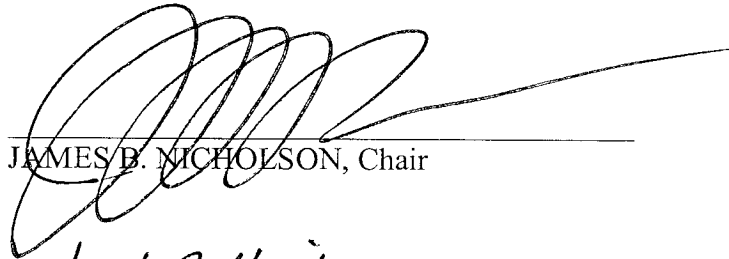
  
ROBYN M. KUWABE  
Deputy Attorney General  
Attorney for Director of Labor and  
Industrial Relations, State of Hawaii

  
DWIGHT TAKAMINE

APPROVED AND SO ORDERED BY  
HAWAII LABOR RELATIONS BOARD:

ORDER NO. 413

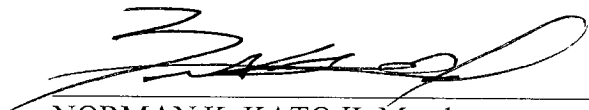
DATED: December 20, 2010



JAMES B. NICHOLSON, Chair



SARAH R. HIRAKAMI, Member



NORMAN K. KATO II, Member

# State of Hawaii

Department of Labor and Industrial Relations  
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION  
830 PUNCHBOWL STREET, ROOM 425  
HONOLULU, HI 96813  
Phone: (808)586-9110 FAX: (808)586-9104



Certified Number: 7006 0100 0005 8250 7715

## Citation and Notification of Penalty

### To:

Sure Steel Inc  
and its successors  
9632 South 500 West  
Sandy, UT 84070

Inspection Number: 313078693  
Inspection Date(s): 01/22/2010- 02/26/2010  
Issuance Date: 07/21/2010  
OSHSO ID: E1353  
Optional Report No.: 01010  
Inspection Type: Fatality/Catastrophe  
Scope of Inspection: Comprehensive Inspection

### Inspection Site:

15-1450 Kahakai Blvd  
Pahoa, HI 96778

*The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.*

This Citation and Notification of Penalty describes violations of the Hawaii Occupational Safety and Health Law. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties, unless within 20 calendar days from your receipt of this Citation and Notification of Penalty, you mail a notice of contest to the State of Hawaii Occupational Safety and Health Division (HIOSH) at the address shown above. Please refer to the enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Law has occurred unless there is a failure to contest as provided for in the Law or, if contested, unless this Citation is affirmed by the Hawaii Labor Relations Board (HLRB) or a court.

**Posting** - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and State holidays), whichever is longer. **The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.**

**Informal Conference** - An informal conference is not required. However, if you wish to have such a conference you may request one with the Administrator during the 20 calendar day contest period. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Administrator within 20 calendar days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 5, Notice to Employees, next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

**Employers' Right to Contest** - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Administrator in writing that you intend to contest the citation(s) and/or penalty(ies) within 20 calendar days after receipt, the citation(s) and the penalty(ies) will become a final order of the Department of Labor and Industrial Relations and may not be reviewed by any court or agency. Once a letter of contest is received, it becomes the jurisdiction of the HLRB.

**Penalty Payment** - Penalties are due within 20 calendar days of receipt of this notification unless contested. Make your check or money order payable to "Director of Budget and Finance." Please indicate the Inspection Number on the remittance.

HIOSH does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

**Notification of Corrective Action** - For each violations which you do not contest, you are required by Section 12-51-22 to submit an Abatement Certification to HIOSH. The certification must be sent by you within 5 calendar days of the abatement date indicated on the citation. For **Willful** and **Repeat** violations, documents (examples: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as **Serious** and the citation states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

**All abatement verification documents must contain the following information:** 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by Section 12-51-22 to be sent to HIOSH, also be posted at the location where the violation appeared and the corrective action took place.

**Employer Discrimination Unlawful** - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 60 days after the discrimination occurred with the Hawaii Occupational Safety and Health Division at the address shown above.

**Employer Rights and Responsibilities** - The enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

**Employees' Right to Contest** - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Hawaii Occupational Safety and Health Division at the address shown above and postmarked within 20 calendar days of the receipt by the employer of this Citation and Notification of Penalty.

**Inspection Activity Data** - You should be aware that OSHA publishes information on inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are encouraged to review the information concerning your establishment at [WWW.OSHA.GOV](http://WWW.OSHA.GOV). If you have any dispute with the accuracy of the information displayed, please contact this office.

## ABATEMENT CERTIFICATION

PEARL IMADA IBOSHI, DIRECTOR  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION  
830 PUNCHBOWL STREET, ROOM 425  
HONOLULU, HI 96813

Sure Steel Inc  
9632 South 500 West  
Sandy, UT 84070

The hazard referenced in Inspection Number \_\_\_\_\_ for the violation identified as  
Citation \_\_\_\_\_ and Item \_\_\_\_\_ was corrected on \_\_\_\_\_  
How corrected: \_\_\_\_\_

The hazard referenced in Inspection Number \_\_\_\_\_ for the violation identified as  
Citation \_\_\_\_\_ and Item \_\_\_\_\_ was corrected on \_\_\_\_\_  
How corrected: \_\_\_\_\_

The hazard referenced in Inspection Number \_\_\_\_\_ for the violation identified as  
Citation \_\_\_\_\_ and Item \_\_\_\_\_ was corrected on \_\_\_\_\_  
How corrected: \_\_\_\_\_

The hazard referenced in Inspection Number \_\_\_\_\_ for the violation identified as  
Citation \_\_\_\_\_ and Item \_\_\_\_\_ was corrected on \_\_\_\_\_  
How corrected: \_\_\_\_\_

The hazard referenced in Inspection Number \_\_\_\_\_ for the violation identified as  
Citation \_\_\_\_\_ and Item \_\_\_\_\_ was corrected on \_\_\_\_\_  
How corrected: \_\_\_\_\_

I attest that the information contained in this document is accurate and that the affected employees and their  
representatives have been informed of the abatement activities described in this certification.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Typed or Printed Name





## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with HIOSH to discuss the citation(s) issued on 07/21/2010. The conference will be held at the HIOSH office located at 830 PUNCHBOWL STREET, ROOM 425, HONOLULU, HI, 96813 on \_\_\_\_\_ at \_\_\_\_\_. Employees and/or representatives of employees have a right to attend an informal conference.

**State of Hawaii**

Department of Labor and Industrial Relations  
Hawaii Occupational Safety And Health Division

**Inspection Number:** 313078693  
**Inspection Dates:** 01/22/2010-02/26/2010  
**Issuance Date:** 07/21/2010



**Citation and Notification of Penalty**

**Company Name:** Sure Steel Inc  
**Inspection Site:** 15-1450 Kahakai Blvd, Pahoa, HI 96778

**Citation 1 Item 1 Type of Violation: Serious**

HAR §12-110-2(b)(3) was violated because:

The employer does not conduct periodic in-house safety and health inspection for work locations far away from the company's Utah headquarters. The employer relies on the foreman of the crew instead of a higher level manager on the site to ensure the safety of their employees.

The foreman failed to maintain safety and health protection by using a controlled decking zone instead of tying off and was not protected from falling 22' to the lower level and incurred fatal injuries.

§12-110-2(b)(3) states "Periodic inspections. The employer shall conduct periodic in-house safety and health inspections so that new or previously missed hazards or failures in engineering, work practice, and administrative controls are identified. The in-house inspections will be conducted by individuals who are trained to recognize hazardous conditions, as members of the safety and health committee or a person designated and trained by the employer for the facility's safety and health program."

Location: Job site, 15-1450 Kahakai Blvd, Pahoa

**ABATEMENT DOCUMENTATION REQUIRED**

**Date By Which Violation Must be Abated:**  
**Penalty:**

08/09/2010  
\$ 1,500.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.  
Citation and Notification of Penalty



**Citation and Notification of Penalty**

Company Name: Sure Steel Inc  
Inspection Site: 15-1450 Kahakai Blvd, Pahoa, HI 96778

**Citation 1 Item 2** Type of Violation: **Serious**

HAR §12-110-2(b)(4)(C)(ii) was violated because:

The employer did not ensure that the foreman who supervised a steel erection crew was adequately trained to maintain safety and health protection at the job site. The foreman was not trained on the site-specific erection plan which required tying off for fall hazards of more than 10 feet and prohibited the use of a Controlled Decking Zone. The foreman failed to maintain safety and health protection by using a controlled decking zone instead of tying off and was not protected from falling 22' to the lower level and incurred fatal injuries.

§12-110-2(b)(4)(C)(ii) states "The employer shall ensure that the supervisors and managers understand their responsibilities under the safety and health program and their importance to the safety and health of the workplace. In particular, the training for managers and supervisors shall enable them to:

- (i) Recognize potential hazards;
- (ii) Maintain safety and health protection in the work area; and,
- (iii) Reinforce employee training on the nature of the potential hazards and required protective measures."

Location: Job site, 15-1450 Kahakai Blvd, Pahoa

**ABATEMENT DOCUMENTATION REQUIRED**

Date By Which Violation Must be Abated:  
Penalty:

08/09/2010  
\$ 1,500.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.  
Citation and Notification of Penalty

**State of Hawaii**

Department of Labor and Industrial Relations  
Hawaii Occupational Safety And Health Division

Inspection Number: 313078693  
Inspection Dates: 01/22/2010-02/26/2010  
Issuance Date: 07/21/2010



**Citation and Notification of Penalty**

Company Name: Sure Steel Inc  
Inspection Site: 15-1450 Kahakai Blvd, Pahoa, HI 96778

**Citation 1 Item 3 Type of Violation: Serious**

HAR §12-133.2-12(a)(1) was violated because:

Eight employees engaged in a steel erection activity, i.e. installation of a metal roof as part of the erection of a systems-engineered steel building, were not protected from falling 22' or more to a lower level from unprotected edges by personal fall arrest systems or any other fall protection system. As a result of the failure to provide such fall protection, an employee fell 22' to the lower level and incurred fatal injuries.

§12-133.2-12(a)(1) states "Each employee including connectors, engaged in a steel erection activity who is on a walking/working surface with an unprotected side or edge 10 feet (3.1 m) or more above a lower level shall be protected from fall hazards by guardrail systems, safety net systems, personal fall arrest systems, positioning device systems or fall restraint systems."

Location: Job site, 15-1450 Kahakai Blvd, Pahoa

**ABATEMENT DOCUMENTATION REQUIRED**

Date By Which Violation Must be Abated:  
Penalty:

07/29/2010  
\$ 1,500.00

**Citation 1 Item 4 Type of Violation: Serious**

HAR §12-133.2-13(b)(5) was violated because:

The employer did not provide a training program for eight employees who were exposed to fall hazards while engaged in steel erection activities, on the fall protection requirements of the Hawaii steel erection standard. As a result of this lack of training the employees were unfamiliar with and failed to comply with the requirements, and an employee fell 22' to the lower level and incurred fatal injuries.

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.  
Citation and Notification of Penalty

**State of Hawaii**

Department of Labor and Industrial Relations  
Hawaii Occupational Safety And Health Division

Inspection Number: 313078693  
Inspection Dates: 01/22/2010-02/26/2010  
Issuance Date: 07/21/2010



**Citation and Notification of Penalty**

Company Name: Sure Steel Inc  
Inspection Site: 15-1450 Kahakai Blvd, Pahoa, HI 96778

§12-133.2-13(b)(5) states "Fall hazard training. The employer shall train each employee exposed to a fall hazard in accordance with the requirements of this section. The employer shall institute a training program and ensure employee participation in the program.


- (1) The recognition and identification of fall hazards in the work area;
- (2) The use and operation of the fall protection systems to be used by the employer and in the systems that may be encountered on the jobsite; e.g., guardrail systems (including perimeter safety cable systems), personal fall arrest systems, positioning device systems, fall restraint systems, safety net systems, and other protection to be used;
- (3) The correct procedures for erecting, maintaining, disassembling, and inspecting the fall protection systems to be used;
- (4) The procedures to be followed to prevent falls to lower levels and through or into holes and openings in walking/working surfaces and walls; and
- (5) The fall protection requirements of this chapter."

Location: Job site, 15-1450 Kahakai Blvd, Pahoa

**ABATEMENT DOCUMENTATION REQUIRED**

Date By Which Violation Must be Abated:  
Penalty:

08/09/2010  
\$ 1,500.00

  
PEARL IMADA BOSHI  
Director

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**State of Hawaii**

Department of Labor and Industrial Relations  
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION  
830 PUNCHBOWL STREET, ROOM 425  
HONOLULU, HI 96813

**SUMMARY OF PENALTIES**

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**Company Name:** Sure Steel Inc  
**Inspection Site:** 15-1450 Kahakai Blvd, Pahoa, HI 96778  
**Issuance Date:** 07/21/2010

**Summary of Penalties for Inspection Number 313078693**

**Citation 1, Serious**  
**TOTAL PENALTIES** = \$ 6,000.00  
= \$ 6,000.00

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Make check or money order payable to the "Director of Budget and Finance." Please indicate the inspection number and dba, if company name is different, on the remittance. A fee of \$15.00 will be charged for any returned checks.

If receipt is desired, please indicate with payment; otherwise, your cancelled check will be your receipt.